

Conseil Ouest et Centre Africain pour
la Recherche et le Développement
Agricoles



West and Central African Council for Agricultural
Research and Development

CONSULTANCY TO DEVELOP A CORAF/WECARD GENDER POLICY AND STRATEGY

Terms of Reference

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1. Context

The West and Central African Council for Agricultural Research and Development (CORAF/WECARD), is currently composed of National Agricultural Research Systems (NARS) of 22 member states in West and Central Africa (WCA). These countries are blessed with varied natural resources, which support livelihoods of about 70 % of the sub-region's population of about 318 million people, most of whom are dependent on agriculture.

In order to respond to the multitude of challenges faced by agriculture in West and Central Africa, CORAF/WECARD, in 2006, adopted a 10-year Strategic Plan (2007–2016), accompanied by a five-year operational plan (2008–2013). This Plan undertakes to make a significant contribution to agricultural growth in the sub-region. It intends doing this by achieving broad-based, sustainable improvements in agricultural productivity, competitiveness and markets of the sub-region, through delivery of technologies and innovations, policy options, capacity strengthening and knowledge management appropriate to the demands of a broad-base of priority clients.

A key feature of these Plans is its coherence with the Comprehensive Africa Agriculture Productivity Programme (CAADP), which translates the vision of African leaders, and the Framework for African Agricultural Productivity (FAAP) principles, developed by the Forum for Agricultural Research in Africa (FARA) and its partners. The FAAP is a guideline to implementing Pillar IV of the CAADP that addresses agricultural research and technology generation, dissemination and adoption.

CAADP and FAAP, which are the guiding policies and framework for the development of the Plans, clearly articulates the importance of gender as a cross-cutting issue in agricultural research and technology generation, dissemination and adoption. These issues could be summarised in the following key points:

- Low gender equity and distribution of benefits at program, institutional and network levels;
- Women in Sub Saharan Africa produce up to 80% of basic food for household consumption and market and 50 – 60% in the livestock sector; despite this contribution their access to resources, services and research products is low;
- Rural women provide more labour for post-harvest activities and play a key role in land and water management.
- A rise in the number of female-headed households.

CORAF/WECARD is committed to integrating gender issues into its priority programs and approach in order to ensure the enhancement of women's contribution to efficient delivery of the above mentioned results, which will contribute to poverty reduction and economic development in the sub-region.

2. Objective

The objective of this consultancy is to develop a CORAF/WECARD Gender Policy and Strategy.

3. Expected outputs

A 30 page document comprising:

- a practical and concise CORAF/WECARD Gender Policy

- an operational strategy to facilitate the implementation of the CORAF/WECARD Gender Policy within the context of the Operational Plan.

4. Main tasks of the consultant

Develop a practical and concise CORAF/WECARD Gender Policy focusing on the following key issues:

- Policies that facilitate equitable access by both men and women to resources (financial, technical, natural, etc.);
- Strategies for ensuring equity/equitable involvement in the development and delivery of technologies and innovations, policy options, and capacity strengthening and knowledge management, which respond to the needs of a broad-base of priority clients;
- Strategies for promotion of gender equity and sharing of benefits at the program, institutional and network levels;
- Capacity needs required by women farmers and scientists for them to be fully competitive in their work;

Develop an operational strategy to implement the gender policy focussing on the following key issues:

- Different needs and constraints faced by women and men that affect equitable access to resources as well the development and delivery of technologies, innovations and policy options, capacity strengthening, and knowledge management, which respond to the needs of a broad-base of priority clients;
- Role of women in managing the implementation of the CORAF/WECARD Operational Plan (2008-2013) and inclusion of gender and diversity balance in staffing and programs implementation;
- Gaps observed as regards gender issues in the CORAF/WECARD M&E framework, which limits the appreciation that could be made on the influence of gender in the development and delivery of technologies, innovations and policy options, capacity strengthening, and knowledge management.

5. Methodology

The Consultant will:

- Work in close collaboration with the Director of Programs;
- Provide a draft methodology for a desk review study, including questionnaires and other instruments, as well as a work-plan and time-table, which will be discussed and validated at the CORAF/WECARD Secretariat;
- Review relevant CORAF/WECARD documents such as the CORAF/WECARD Strategic and Operational Plans, Gender Policy documents produced within or out of the sub-region, CORAF/WECARD Monitoring and Evaluation Framework, Administrative and Financial Procedures manual, and any manual/document or information relevant to Gender issues and human resources management produced by CORAF/WECARD and its partners;
- Contact key staff and partners to identify gender issues, which should be included in the policy and strategy;
- Source additional information through their established contacts;
- Submit an electronic copy of the draft of the CORAF/WECARD Gender Policy and Strategy, either in French or in English, to the Director of Programmes,

which will be validated during a meeting with key staff members of the CORAF/WECARD at the Executive Secretariat;

- Submit an electronic copy of the final version of the COAF/WECARD Gender Policy and Strategy, either in French or in English, incorporating comments of CORAF/WECARD staff, to the Executive Director of CORAF/WECARD, through the Executive Secretariat (secoraf@coraf.org);
- CORAF/WECARD will ensure the translation in the other language.

6. Qualification and experience

The Consultant should have the following qualifications and expertise:

- At least a Masters Degree in a related social science;
- At least 10 years experience in the area of Gender and Diversity with proof of activities carried out within the last 5 years;
- Strong professional knowledge in gender policy issues with particular reference to agricultural research and development in the West and Central Africa sub-region;
- Fluency in either French or English;
- Proof of good communication and writing skills.

7. Duration

The assignment is expected to last for 15 working days with effect from 15th March, 2010.

8. Remuneration

The Consultant will receive a remuneration that corresponds to their level of experience, in accordance with the CORAF/WECARD policy on remuneration for services rendered. Modalities for payment will be specified in the service contract, which will be signed between the Consultant and the CORAF/WECARD Executive Director.

9. Expression of interest

The Consultant should express his/her interest in this call through a motivation letter accompanied by detailed curriculum vitae with three referees, to the CORAF/WECARD Executive Secretariat, by electronic mail (secoraf@coraf.org) the latest 28 February, 2010. Only selected candidates will be contacted.